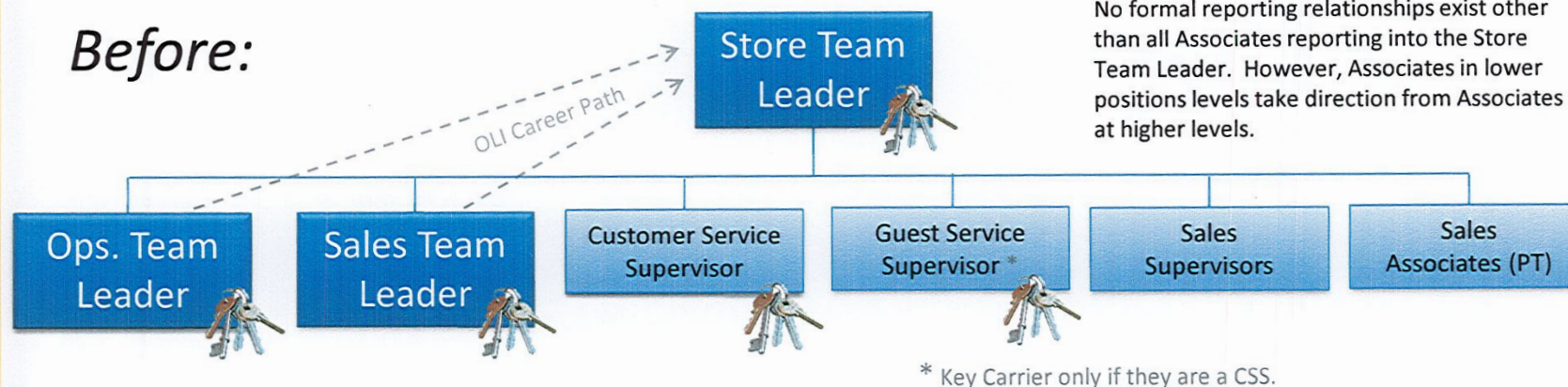


Store Group 1

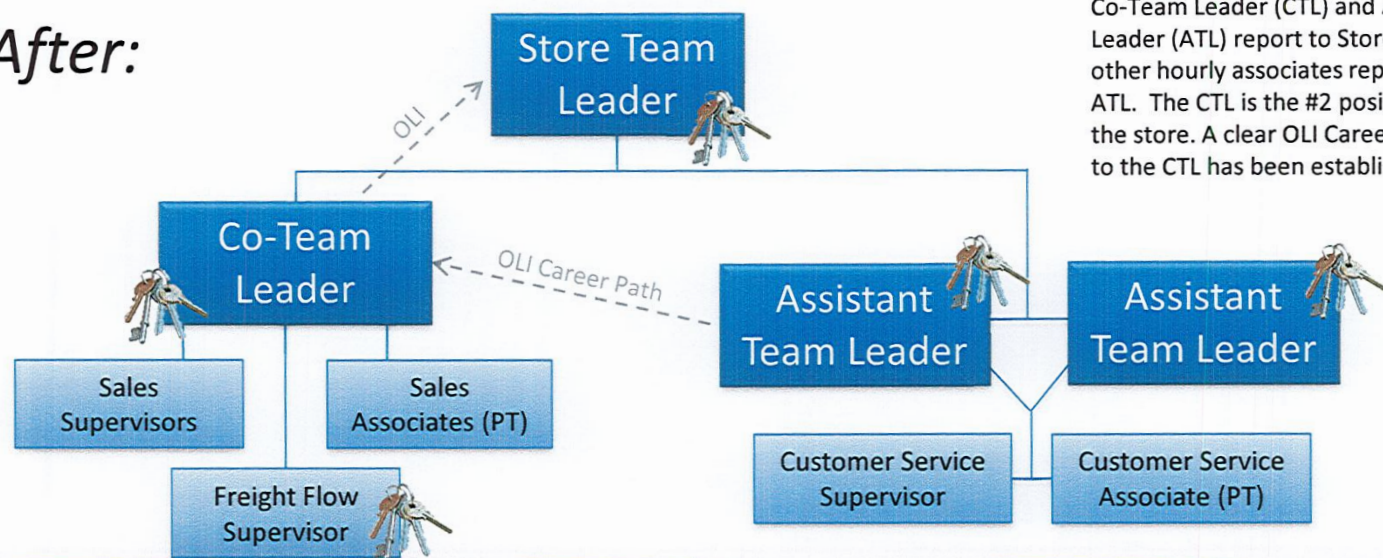


= Key Carrier

Before:



After:



CONFIDENTIAL

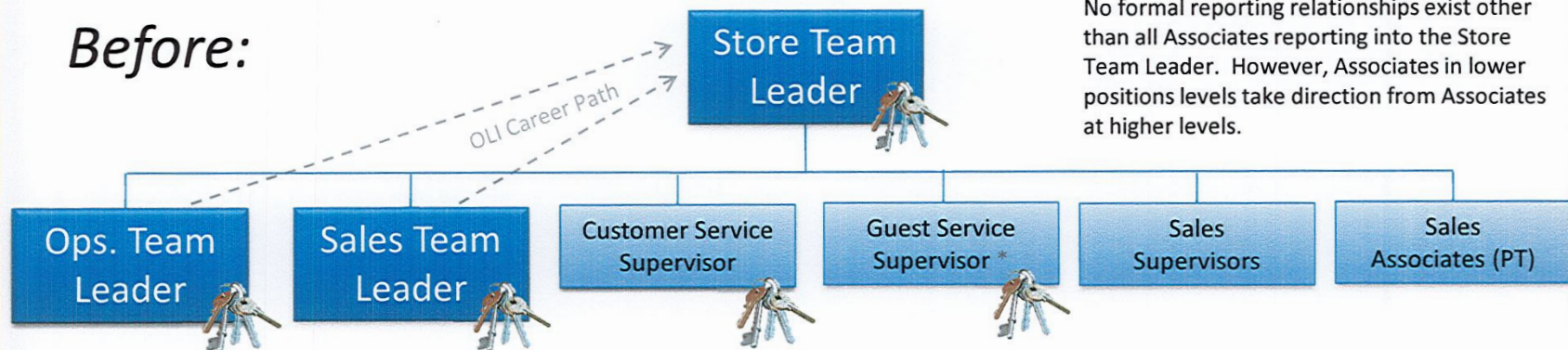
OLLIES 004467

Store Groups 2-5



= Key Carrier

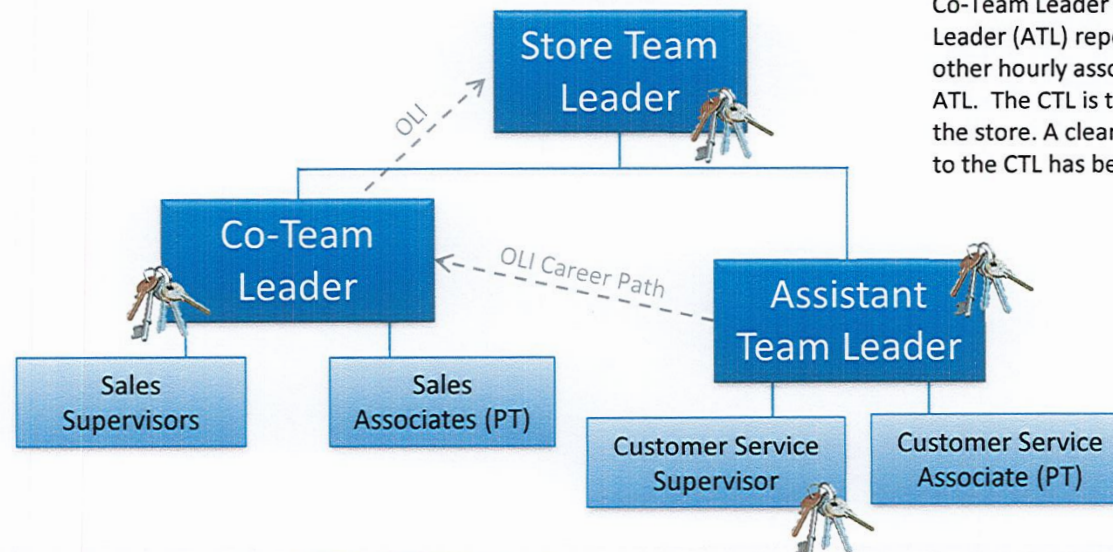
Before:



No formal reporting relationships exist other than all Associates reporting into the Store Team Leader. However, Associates in lower positions levels take direction from Associates at higher levels.

* Key Carrier only if they are a CSS.

After:



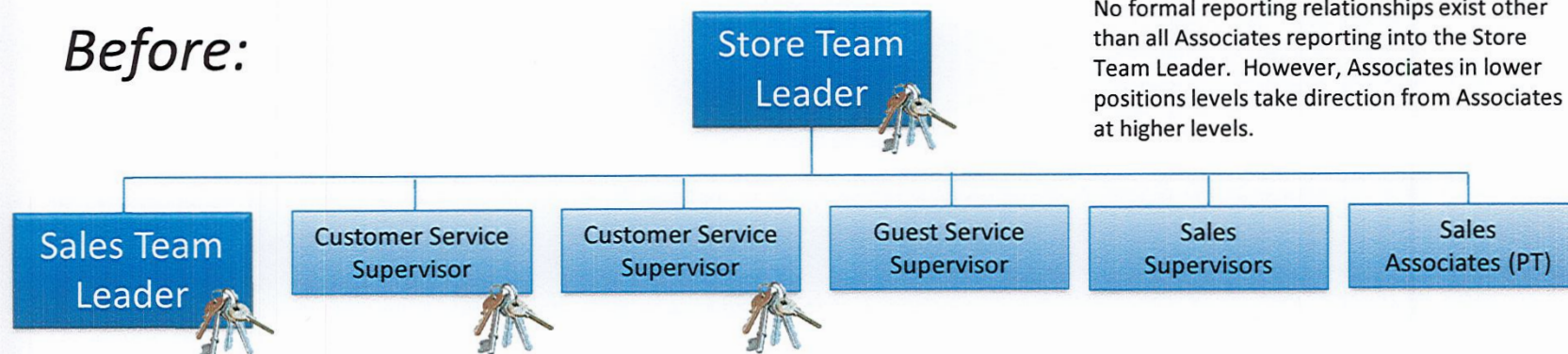
Co-Team Leader (CTL) and Assistant Team Leader (ATL) report to Store Team Leader. All other hourly associates report into the CTL and ATL. The CTL is the #2 position responsible for the store. A clear OLI Career Path from the ATL to the CTL has been established.

Store Group 6

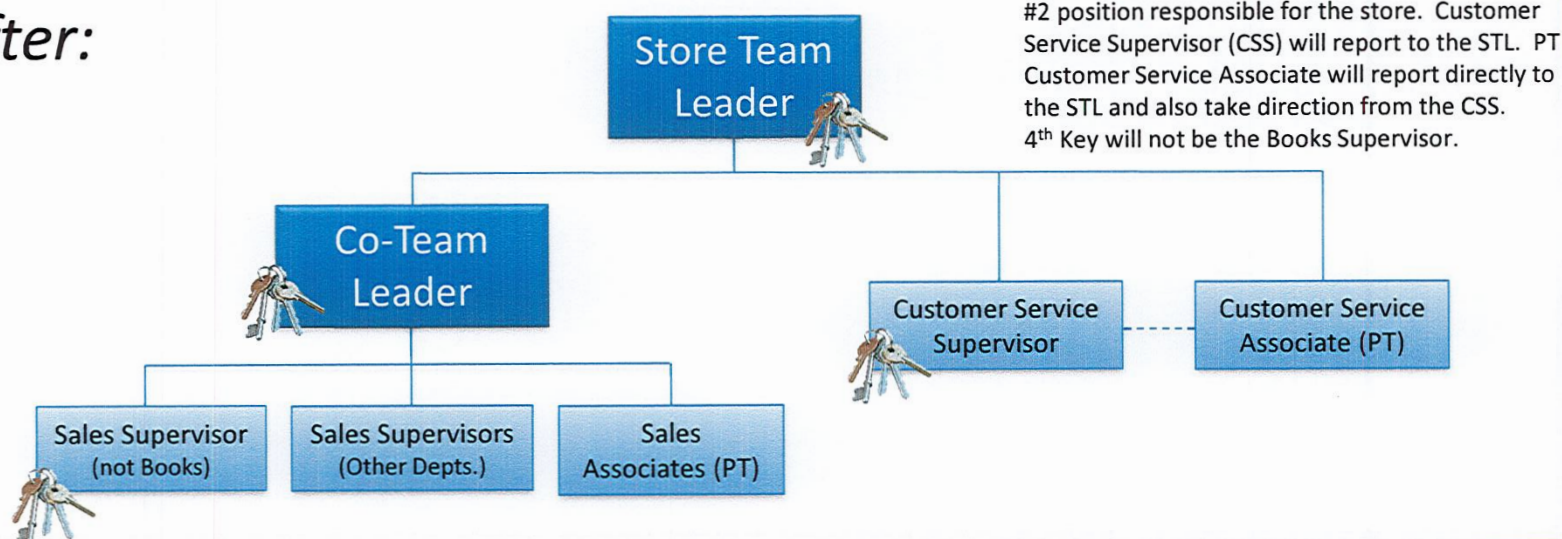


= Key Carrier

Before:



After:



CONFIDENTIAL

OLLIES 004469